

THE BULLETIN

JUNE 27, 1994 ~ 47TH YEAR ~ NUMBER 21

\$3 Million for Women's Health

BREAST CANCER STUDY AND women's health received a big boost June 23 when the Faculty of Medicine and Women's College Hospital announced they will jointly establish Canada's first chairs for research into these areas.

Private donations to the hospital totalling \$3 million will make the chairs possible, said Bill MacLeod, president and chief executive officer of Women's College, at a hospital news conference. Two million dollars will go to breast cancer research and \$1 million to the creation of the chair for women's health research. Governing Council's Executive Committee approved the chair in breast cancer research in April. Initial funding for the second chair, which will require a further \$1 million and Executive Committee approval, has been provided by the Atkinson Charitable Foundation.

Professor Heather Munroe-Blum, vice-president (research and international relations), told reporters it was a happy day for U of T and anyone concerned with the well-being of women. "The statistics regarding the number of women who will suffer and possibly succumb to breast cancer call for aggressive

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KICK-START TO SUMMER



It may not be the World Cup but soccer on the front campus is serious sport. With the summer month of July just around the corner students and University

employees often find time to indulge in a little recreation at the end of the day — a great way to relieve stress, keep fit and enjoy the warm weather.

JEWEL RANDOLPH

Conflict of Interest Policies Welcomed

BY SUZANNE SOTO

UOF T PROFESSORS MUST REPORT all real or apparent conflicts of interest to their supervisors, such as the earning of external income and acceptance of any gifts, a new policy states.

Faculty members must also obtain prior approval before performing paid professional work outside the University, using U of T facilities, support staff or students to conduct such activities; and having employment-related dealings with family members, says the Policy on Conflict of Interest: Academic Staff. Both Academic Board and Governing Council have approved the document. Similar rules applying to senior managers were endorsed by Business Board June 20. The policies take effect July 1.

"For the first time, we have a systematic policy that addresses the whole notion of conflict of interest as we understand it in the 1990s," said Professor Michael Finlayson, vice-president (human resources), in an interview. Finlayson, who helped draft the academic and senior management policies, added the University is developing comparable regulations for librarians and administrative staff. These documents will be ready in the fall.

Suzie Scott, executive director of the U of T Faculty Association whose council approved the academic document June 8, said the new policy is specific about what faculty members

can and cannot do — unlike previous conflict of interest rules.

"The procedures are very clearly laid out," she said. "Still, nobody's style is going to be cramped by this. It's not going to prevent people from doing things they quite legitimately did in the past."

Other faculty members interviewed also praise the policy. "It concentrates on openness," said Professor Berry Smith of the Department of Zoology. "I like the way it basically says 'when in doubt, tell somebody.' I also think it's very important that every member of the University have

a clear statement of what is considered conflict of interest."

Professor Alfred Miller of the Department of Metallurgy & Materials Science, said he likes the comprehensive nature of the new

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INSIDE



Rewards of retirement

WHAT DOES THE FUTURE HOLD FOR those retiring from U of T this year? Model airplanes, travel, golf but definitely not clipping coupons from the weekend paper! Pages 6, 7

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PROFILE

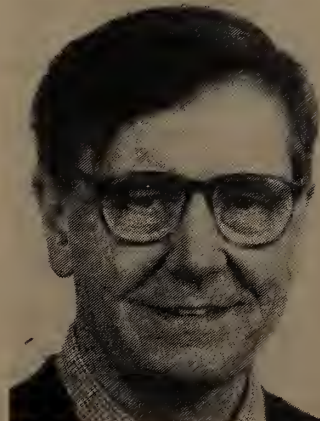
THE TIMES OF HIS LIFE

Josef Svoboda had a delayed start but he caught up

BY KARINA DAHLIN

WHEN JOSEF SVOBODA was a 16-year-old in Czechoslovakia he was almost killed by two soldiers from the Romanian army whom he caught stealing a horse from the farm where he lived at the time. That was in 1945. In those days 16-year-old boys in Canada heard plenty of stories about the Second World War but they didn't have to worry about enemy soldiers stealing their belongings.

In 1949 Svoboda was an undergraduate student of philosophy and biology. Those were the subjects he was interested in — not revolution or underground movements to resist the Communist regime. Yet, for participating in a seminar about democracy and passing on a letter from one person to another (the contents of which were and still are unknown to him), he was charged with treason and espionage and spent more than eight years in



various labour camps and uranium mines. Had he been living in Canada, Svoboda likely would have completed his university studies and made a good start on an academic career.

In 1968 the Soviet Union invaded Svoboda's country. He was 39 years old and, much to his surprise, he was given permission to go to West Germany. A few weeks later he set off for Canada, knowing barely a word of English but determined to make the most of his life. At that point his contemporaries in Canada were moving into the prime of their careers.

Svoboda caught up with them. In 1970 he earned a bachelor's degree and in 1973 a PhD. That year, at the age of 44, he began teaching botany and his specialty, Arctic ecology, at Erindale. In 1985 he was named full professor.

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AWARDS & HONOURS

Slemon awarded honorary degree

PROFESSOR EMERITUS GORDON SLEMON OF THE DEPARTMENT of Computer & Electrical Engineering was awarded an honorary doctorate of engineering May 27 by Memorial University of Newfoundland. Slemon was cited for distinguishing himself as an engineer and academic.

Sunnybrook president honoured

PROFESSOR PETER ELLIS OF THE DEPARTMENT OF HEALTH Administration and president and chief executive officer of Sunnybrook Health Science Centre has received the Extendicare Health Services Gold Medal Award. Given annually by the Canadian College of Health Service Executives and Extendicare Health Services Inc., the award, which carries a \$5,000 prize, recognizes exemplary leadership in the management of Canadian health services. Ellis was cited for his distinguished career and accomplishments in health services management and for his leadership at Sunnybrook, one of Canada's largest hospitals. Ellis received the award June 6 at the Canadian Hospital Association's annual conference in Halifax.



Stark named fellow

PROFESSOR ANDREW STARK OF THE FACULTY OF MANAGEMENT has been named a 1994-95 fellow of the Woodrow Wilson International Centre for Scholars in Washington, DC. Stark, who was a policy adviser in the prime minister's office for several years, will be researching conflict of interest in American public life. The centre awards about 35 fellowships each year to candidates of any nationality and professional background for research in the humanities and social sciences.

Doing swimmingly

A CLEVER VIDEO SIMULATION OF SWIMMING FISH HAS HOOKED an award for the Department of Computer Science. *Artificial Fishes & Go Fish!* earned the technical excellence award from the Canadian Academy of Multimedia Arts & Sciences. The animated show uses computer graphics to emulate a repertoire of fishy behaviours in an environment on TV. "Their functional fins enable them to locomote, pitch, yaw and maintain balance," said Martha Hendriks, assistant to the department chair. The video was created by graduate student Xiaoyuan Tu and Professors Demetri Terzopoulos and Eugene Fiume.

Nishisato chosen as president

PROFESSOR SHIZUHIKO NISHISATO OF THE ONTARIO Institute for Studies in Education has been chosen the 1995-96 president of the Psychometric Society, an international association of quantitative psychology. He is currently editor of the society's publication *Psychometrika*, a leading journal of mathematical psychology.

IN BRIEF



Just say no

THE ASSOCIATION OF UNIVERSITIES & COLLEGES OF CANADA HAS recommended its 51 member institutions not participate in the *Maclean's* magazine annual survey of universities. Universities are reviewing the advice and so far none has decided to follow or ignore it, said a spokesperson for AUCC June 24. In fact universities are still negotiating with *Maclean's*, said a staff member with the Council of Ontario Universities. The recommendation was made because the magazine's ranking of universities is misleading, says AUCC. The association also disagrees with *Maclean's* practice of penalizing institutions that do not participate. Before the recommendation was made, three universities had decided not to participate — Carleton, Memorial and Sherbrooke.

Grievance committee adjourns

A U OF T GRIEVANCE COMMITTEE HEARING A COMPLAINT AGAINST THE administration by the U of T Faculty Association over the Policy & Procedures on Academic Appointments has adjourned until September. David Cook, vice-provost (staff functions), said the committee held several hearings in May and June. In its grievance UTFA argues the University is unilaterally trying to alter the tenure-granting process, a charge administrators deny. Any changes to the appointments policy must be mutually agreed to by UTFA and the University.

Top governors reappointed

ANNAMARIE CASTRILLI, CHAIR OF GOVERNING COUNCIL, AND Anthony Comper, vice-chair, have been acclaimed to second terms in office. The reappointments take effect July 1. Castrilli, a government-appointed member of Council since 1987, is a graduate of U of T. She operates her own law firm in Richmond Hill. Comper is the president and chief operating officer of the Bank of Montreal.

Barrie named school's director

MARY BARRIE, FORMER DIRECTOR OF EDUCATION AND HUMAN RESOURCES planning and development at Sunnybrook Health Science Centre, has been appointed director of the School of Continuing Studies. The seven-year term, approved by Academic Board June 2, takes effect Sept. 1. Barrie has degrees from Sarah Lawrence College in New York, Brown University in Rhode Island and a PhD in educational theory and adult education from the Ontario Institute for Studies in Education. She will replace Alex Waugh, vice-principal and registrar of Woodsworth College, who has been the school's acting director since January.

Board Ratifies Increases

THE U OF T STAFF ASSOCIATION'S board of representatives has ratified an agreement with the administration regarding merit increases and bonuses administrative staff may receive in 1994-95 and 1995-96.

The amount individual staff members will receive depends on their position in their salary range and their performance rating, said Laleah Macintosh, director of compensation. Staff can expect to receive from zero to two percent in merit increases and from zero to one percent in one-time-only bonuses, Macintosh said.

Under the social contract agreement reached between the University and staff association in 1993, a pool of \$1.6 million was set aside for merit in 1994-95, and another \$1.6 million in 1995-96. Annually, \$700,000 will be added to base salaries — an amount representing about 0.5 percent of U of T's administrative payroll; the rest, \$900,000, or about 0.7 percent of payroll, is for the one-time-only bonus.

The increase and bonus are to be awarded on merit. "Given budget cuts, fewer staff and unpaid days, many employees have had to work very hard just to 'stay in place' dur-

ing the past year, and it is our hope that supervisors will recognize this during the performance evaluation process and that as many people as possible will get an increase," said Louise Oliver, vice-president of salary and benefits for UTSA. Those at the top of their salary range will receive no base salary increase but could receive a one-time-only bonus. However, people who are rated as failing to meet performance expectations will receive no increase or bonus but such a rating must be supported by evidence of a job problem previously communicated to the employee, Oliver said.

Policies Welcomed

~ Continued from Page 1 ~
rules. "There have been memoranda circulated about hiring members of one's own family, the reporting of income and so on. This just brings it all together."

The policy, added Professor Wendy Rolph of the Department of Spanish & Portuguese, "shows that our house is in order and that we are prepared to take steps to prevent it from coming out of order."

Finlayson told Governing Council

the new rules address very specifically concerns raised in two reports on the August 1992 shooting of four Concordia University professors by a disgruntled researcher. Those reports note, among other things, that Concordia lacked proper mechanisms to deal with conflicts of interest and protect academic integrity — factors that may have prompted the shootings. "Questions of accountability procedures, of academic honesty, the use of university resources and stu-

dents for private contract research ... on point after point, the problems identified at Concordia are, I believe, addressed in this policy," he said.

The document is the result of the amalgamation of portions of the 1972 Policy on Supplementary Income & Related Activities — developed by Professor John Crispo of the Faculty of Management and known as the Crispo rules — and a 1991 report by University Professor Martin Friedland of the Faculty of Law.

Breast Cancer Research Funded

~ Continued from Page 1 ~
action," she said. "The University of Toronto is very proud to be working with Women's College Hospital on its concentrated efforts to stop this epidemic."

Breast cancer, noted Dean Arnold Aberman of the Faculty of Medicine, remains a leading killer of women despite early detection and improved treatment methods. "In 1994, it's estimated that 17,000 Canadian women will get breast cancer and one-third will die from the disease. Something must be done to bring these numbers down."

According to the agreement between U of T and the hospital, both chairs will be funded by the Women's College Hospital Foundation. A

leading expert in the field of breast cancer will hold the chair in breast cancer research for a five-year,

renewable term. Aberman said a Canada-wide search for the best candidate, male or female, will begin soon.

UNIVERSITY OF TORONTO

THE BULLETIN

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Young in Heart and Mind



Fourteen seniors received B.A. degrees at Woodsworth College's spring convocation June 20 — the largest number to graduate since the seniors program began in 1975. Of the group, who range in age from 68 to 80, 13 received a three-year and one a four-year degree. Graduates include, front row, from left, Erna Bernboerster, Matilda Manojlov, Mary Rumble, Madeleine Dvoret, Therese Dowbiggin, Margaret Driscoll and Kathleen Griffin; back row, from left, Gwendoline Dora Steele, Arnold Kenton, Bill Campbell and program coordinator June Straker.

Fields Institute Delayed

CONSTRUCTION ON THE FIELDS Institute of Mathematical Science has been delayed and plans are being reworked after project bids came in way over budget. "We had quite a shock. We're currently looking at ways and means to reduce the cost," Janice Oliver, assistant vice-president (operations and services), told Business Board June 20.

Bids from seven contractors all exceeded, by about \$2 million, the \$5.2 million that had been budgeted for construction. Oliver said architects Kuwabara Payne McKenna and Blumberg are going over the design looking for ways to simplify it.

By last week an estimated \$1.6 million had been shaved from the cost. Simpler windows, plastic laminate instead of granite for wash-room counter tops and more modest landscaping are among the changes. Others are being made to lighting and mechanical systems. Despite that, "we're still looking for the last \$400,000," Oliver said. However, she said the architects are confident the building will not be too austere.

All the bids were within three per cent of each other, said Flemming Galberg, director of property management, design and construction in the Facilities & Services Department.

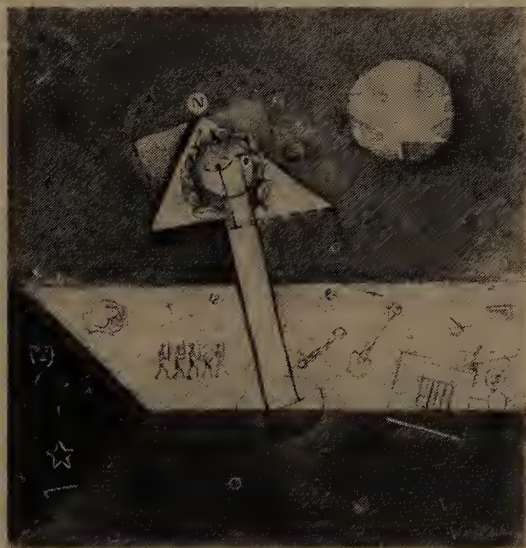
The building had been on a fast-track timetable to meet the requirements of the Fields mathematical institute which wanted to move to Toronto by next April. "The fast track at this time is no longer the scenario," Galberg said. Oliver said the institute has extended its lease at the University of Waterloo.

Oliver said it's a puzzle why the project came in over budget, given that the building trades were thought to be still in a recession. "This hasn't happened in many years. The Faculty of Management [contract] closed the week before on budget. So did the parking garage and the Innis residence."

~ Continued from Page 1 ~

Next month Svoboda turns 65. He has reached retirement age but unlike many of his peers he is not ready to retire. The father of two sons, 17 and 19, he still has four years left of a five-year research grant from the Natural Sciences & Engineering Research Council. He is supervising two graduate students and one post-doctoral fellow and he will continue teaching. In April he received the 1993 Northern Science Award which recognizes scientific achievement and advancement in the Canadian Arctic.

Svoboda puts heart, soul and head into his research. Every summer since 1974 he has gone north to study the sparse vegetation of the High Arctic. He has seen that the plants growing on Ellesmere Island have



adapted but are not particularly suited to the cold climate and would do better in more temperate surroundings. Such a change may happen soon, he believes. Over the years he has watched the glaciers at Sverdrup Pass retreat. If the theory of the greenhouse effect is true, the Arctic will be hardest hit. While temperatures are expected to increase about one degree in the tropics, they will go up by four to six degrees in the Arctic, he says. The studies that he and others are conducting

will help future scientists understand the ecological history of the Arctic, including the anticipated dramatic changes.

Svoboda's students learn more than this. According to PhD student Esther Lévesque, Svoboda has high standards. He expects to be intellectually challenged and

encourages students to debate all kinds of issues — politics, philosophy, religion as well as botany. Lévesque remembers the first year she went to Ellesmere Island as a field assistant. She and Svoboda climbed to the top of a mountain and sat there discussing the meaning of life. He is a caring mentor — "a real human being," she says.

The north with its open vistas and clean air and water often affects visitors in profound ways. In his speech at the

Northern Science award ceremony April 19 Svoboda described the Circumpolar North as one of the last remaining "Shangri-Las" on earth. "It is an extra space and an extra hour of grace given to mankind to resolve its impasse with nature," he said. "The North is not only a source of renewable resources, but perhaps more importantly a resource of personal and global renewal."

Svoboda's life is one of constant renewal. Chances are that at age 70 he will still be in his prime.

Concordia Reports "Overstate Case"

BY KARINA DAHLIN

LEADERS OF THE UNIVERSITY are taking a close look at two reports published by Concordia University.

The reports were commissioned after four people were killed in an August 1992 shooting spree by Valery Fabrikant, a member of Concordia's Faculty of Engineering & Computer Science. Before and after the shooting Fabrikant alleged that some of his colleagues were in conflict of interest situations.

One report, written by John Cowan, a consultant in the training of university administrators, comments on management practices at universities. The other was written by a three-member committee headed by Professor Harry Arthurs, former president of York University. It says funding in a highly competitive environment depends on researchers' capacity to produce results and warns that production — "as the past experience of the automotive industry demonstrates" — may be measured mostly in terms of quantity of publications, not quality. The pressures to be prolific could promote "undesirable behaviour," says the report, adding that the issue is a challenge for the entire Canadian research community.

In an interview President Robert Prichard said his first reaction was "that both reports overstate their case and haven't paid enough attention to the variation of practices across the country." However, he has distributed the two papers to Governing Council, the vice-presidents and senior academic leaders for discussion.

Prichard said he takes the reports seriously, "but by taking them seri-

ously I am certainly not endorsing their conclusions."

Professor Michael Charles, dean of the Faculty of Applied Science & Engineering, will discuss the reports with the chairs and directors of his faculty this summer. He said it is unfortunate that the Arthurs report compares research to automobile production. "Research is a very creative enterprise and does not lend itself at all to mass production." Nevertheless researchers should be productive, he said, because by publishing papers and taking out patents, they contribute to the knowledge base and innovation in the wider world.

University Professor John Polanyi said that "what we have seen at Concordia is a pathological manifestation of a condition that is common. Our universities have a serious problem, to which they are obliged to respond."

The problem lies with what academics have to produce. "Increasingly rewards, in terms of research support, are accorded to those who create wealth, and decreasingly to those who create knowledge," Polanyi stated. "It is ill-advised government policy, and not the private sector, that forces us to damage our universities in exchange for small gains for industry."

Governments are ill advised because universities have failed to inform them better, Polanyi said.

Governing Council members received the reports June 23. Alumni representative Paul Cadario spoke about university managers' ability to deal with staff behaviour. "All universities should be concerned about the price to be paid by not enforcing standards of behaviour. Are our academic administrators trained to deal with the type of case that occurred at Concordia?" he asked.

Education, Foreign Policy Discussed

THE IMPORTANCE OF HIGHER education should be stressed in Canada's external policy, a U of T delegation told a special joint Parliamentary committee reviewing Canadian foreign policy.

President Robert Prichard and Professor Heather Munroe-Blum, vice-president (research and international relations), appeared before a committee hearing in Toronto June 2. Munroe-Blum said in an interview several U of T scholars also addressed the committee on specific foreign policy matters. She and Prichard talked to the federal body not as foreign policy experts, she noted, but as senior university administrators concerned about the role post-secondary education will play in future external policy initiatives.

Prichard emphasized the importance of the matter at Governing Council June 22. "The position we are advancing is that issues of higher education should move much closer to the centre of Canada's foreign

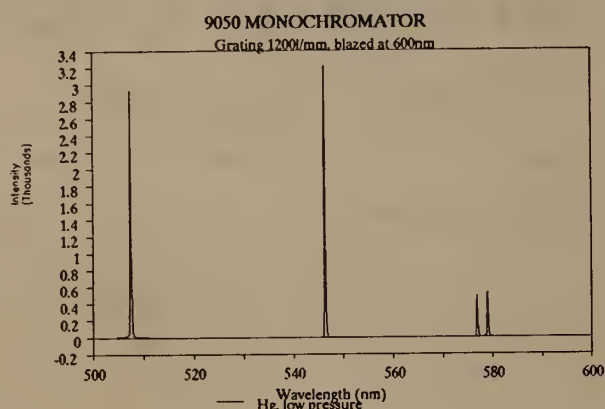
policy preoccupation," he said. "We should look into the next century for the power of the mind to replace the power of the hydro dam or the power of other forms of more tangible capital investment."

Munroe-Blum said that Canada's stance in its relations with poorer, non-industrialized nations has been to send money so their governments can build facilities. Now, however, as the exchange of information between countries becomes more important, and as nations move towards a global economy, this country should shift its emphasis to strengthening human, rather than physical, assets. Developing human resources "to the fullest level," she said, is what universities have always done best.

"We are in an age where what people bring to a situation, their skills and expertise and their ability to use their mental and analytic capabilities, are as important as anything else that can be contributed," she said.

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IN MEMORIAM

Swinton Taught Queen, Tackled Mount Everest

PROFESSOR EMERITUS WILLIAM Swinton of the Department of Zoology, former director of the Royal Ontario Museum, died June 12. He was 93.

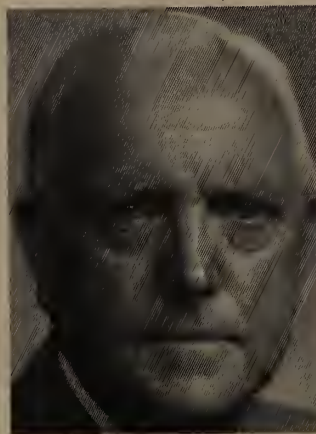
"He was a tremendously interesting person, a person of great intelligence and diversity," said Professor Jacques Berger, a colleague and friend.

Born in Kirkcaldy, Scotland, and educated at the University of Glasgow, Swinton was a palaeontologist at the British Museum in London until 1961 when he joined the Royal Ontario Museum as director of the Life Sciences Division. Two years later he became the museum's director, a position he held until 1966. He also taught in the zoology department from 1962 to 1966 and in 1966 was appointed a fellow of Massey College.

"He was a gifted and talented lecturer. He could make an audience laugh and cry in the same sentence," said Colin Friesen, founding bursar of Massey College.

A talented storyteller and leading expert on dinosaurs, Swinton had numerous books and publications to his name, including the very first textbook written on dinosaurs, simply entitled *The Dinosaurs* (1934).

His accomplishments were many: he helped to found the Ontario Science Centre, the



Institute of the History & Philosophy of Science & Technology, where he also lectured, and the Hannah Institute for the History of Medicine.

Swinton tutored Queen Elizabeth when she was young, climbed part way up Mount Everest in the 1950s and was the commanding officer of Ian Fleming, author of the James Bond books, during the Second World War when he served with Naval Intelligence.

In 1959 he received the Darwin Medal during the centenary of the publication of Charles Darwin's *Origin of the Species*. In 1967 he was an adviser for Expo 67 in Montreal and was also chosen as U of T's Centennial Professor. "He really was a renaissance man," Berger said.

Joint Plan Will Seek More Members

THE FACULTY CLUB, HART House and the Department of Athletics & Recreation will start a campaign in the fall to encourage greater participation in the joint plan that gives faculty and staff access to the three facilities. The plan currently has close to 2,000 members.

The joint plan fee has been set at \$540 for 1994-95, up \$20. Of that amount the University will pay \$183 and members \$357. The club's share remains \$204, Hart House's, \$120. The athletics department, which receives the \$20 increase, will collect \$216. It will also raise students' fees — from \$94.50 to \$117 for full-time students on the St. George campus.

Hart House's operating plan also includes increases for certain groups but neither Hart House nor the Faculty Club wanted to increase the joint plan fee. They believed it would be detrimental to the number of members, said Professor Jeff Fawcett of the Department of Geology, treasurer of the Faculty Club.

The club, meanwhile, is coping with its increased operating costs. Last year it had to generate an extra \$75,000 because U of T stopped paying its utilities and services. The shortfall was built into the 1993-94 fee increase and although there was a drop in membership, the club will probably break even, said Fawcett.

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Photocopying Arrangement in the Works

BY ALFRED HOLDEN

U OF T IS A STEP CLOSER TO AN agreement that would permit faculty, students and staff to legally photocopy most copyrighted material.

Negotiations will start shortly between the University's seven-person copyright committee and CanCopy, a non-profit umbrella group representing publishers and authors, said Alvan Bregman, assistant vice-provost (arts and science). By August a deal could be reached that might see U of T pay a yearly per-capita fee — \$2.50 per full-time-equivalent student is one estimate — to allow members of its community to make photocopies for private or administrative use or research, Bregman said. CanCopy is working on a formula to distribute the money to publishers and authors.

There will also likely be provision for making multiple copies and copies that are sold — for example, compilations of chapters or articles assembled for particular courses, Bregman said. In these cases records would be kept and royalties distributed to copyright owners, said Andrew Martin, CanCopy's executive director, in an interview.

CanCopy licensing is an attempt to "find a simple solution to an intractable problem," Martin said. Photocopying on university campuses, where students, staff and faculty make millions of copies a year, is a contentious issue. "Fundamentally what we're trying to find is a simple,

workable solution that represents a balance of interests." Canadian copyright law has provisions for establishment of collectives such as CanCopy to represent writers' and publishers' interests.

U of T's arrangement will be derived from a model agreement CanCopy reached March 8 with the Association of Universities & Colleges of Canada, said Bregman. It covers copying of Canadian and foreign-published material protected by international copyright treaties to which Canada is party. Wilfrid Laurier University and the University of Waterloo have already signed deals based on that agreement.

While there remains disagreement about when copying is fair use of material — and therefore permitted under copyright law — and when copying is infringement, the licence will clearly establish the rights of the university community it covers, said Martin. "A licensing agreement ensures permission is there."

Bregman noted that while CanCopy's jurisdiction would cover most published copyrighted material available at U of T, there are specific publishers not covered by it. Principals, deans, academic directors and chairs have been supplied with lists of these and asked to notify U of T's copyright committee if there is extensive use of excluded material.

Martin said the list of publishers not covered by CanCopy would likely be posted wherever copies are made

including coin-operated machines in libraries. It is a bone of contention how material from these publishers could still be copied under the legal concept of fair dealing, which holds

that copying is acceptable for limited quantities and uses, Martin said.

He estimated there are 460,000 full-time-equivalent students at Canadian universities outside of

Quebec, which has its own copyright arrangements. At \$2.50 a year, students in English Canada could generate \$1.15 million in annual revenues from general photocopying.

He's History!



Friends of Desmond Morton (left), principal of Erindale College since 1986, gave the renowned historian a proper send-off June 14. The genuine affection displayed by the guests was "oddly touching" for a fundraising event, commented Professor Jack Granatstein of York University, one of the speakers and a friend of Morton's for 38 years. Former Ontario premier David Peterson was "enormously funny" as MC, Granatstein said — "he was born to be an MC rather than premier." Michael Lewis of the United Steelworkers of America spoke about Morton's work with the NDP and Hazel McCallion (right), mayor of Mississauga, focused on his contribution to the community. President Robert Prichard and Toronto Star editor Haroon Siddiqui also paid tribute to Morton, who is moving to McGill University to head the new Institute for the Study of Canada. The dinner raised \$10,000 for a student centre to be named for Morton.

ROB ALLEN

Streamlining Ahead

THE RESPONSIBILITY FOR Rethinking Administration has changed hands but the commitment to streamline procedures and cut red tape has not.

Professor Michael Finlayson, vice-president (human resources), has taken over the rethinking exercise following Bryan Davies' departure as vice-president (business affairs) and chief administrative officer.

In a memo to senior academic administrators, Finlayson noted that the "paper trail" in purchasing and payment procedures "will soon be a thing of the past." In the future department chairs will be able to choose goods from a catalogue on their computer and order and pay for them without signing a single form.



John Malcolm

However, John Malcolm, president of the U of T Staff Association, remains worried that savings from

Rethinking Administration are at the expense of laid-off staff. "We acknowledge that technological advances have to be looked at and implemented wherever they make sense, and these apparently are areas where some do," Malcolm said. "The problem is there is capacity to dislocate a lot of employees. Quite frankly, there's not much chance those employees will find alternative employment within the University."

Finlayson acknowledged that eliminating steps in administrative processes may put some people out of a job. "It would be wrong to say there won't be some losers," he said. But others will be freed up to do more interesting and challenging work, he said. And the University's long-range budget guidelines suggest adjusting staff levels through attrition wherever possible, he added.

The area currently under scrutiny is grants and contracts, Finlayson said in an interview. Other possibilities for the rethinking exercise are donation management in the Division of Development & University Relations and the record systems that keep track of accounts, academic records and admission data for students.

Chris Handley, Rethinking Administration's new director, hopes to have figures reflecting savings and benefits within a year. Rethinking must show it is helping U of T maintain or improve its services with less money, he said.

Leading-Edge Research Receives \$500,000

THE CONNAUGHT COMMITTEE has awarded \$500,000 from its transformative research grants program to five investigators conducting three innovative projects.

Professor Peter Ottensmeyer of the Department of Medical Biophysics has received \$300,000 while Professor Geoff Ozin of the Department of Chemistry and the team of Professors Fergus Craik of the Department of Psychology and Bruce Schneider and Meredyth Daneman of psychology at Erindale have been granted \$100,000 each.

Ottensmeyer, who is also affiliated with the Princess Margaret Hospital, is hoping to put the money towards the purchase of a scanning transmission electron microscope. The microscope will enable researchers to obtain images of molecules from far smaller amounts of pure substances, using less radiation than is now possible and without having to conduct the lengthy and sometimes unsuccessful process of crystallizing the molecule.

Ozin is working on a process that would enable silicone to emit light so it can send and receive fibreoptical, rather than electrical, signals. There would be many advantages to this including increasing the speed at

which computer-based communications are conducted.

Craik, Schneider and Daneman are examining how changes in cognitive and perceptual capabilities affect speech comprehension in the elderly. A widespread complaint of

older people is that they have trouble understanding speech in noisy settings even though their hearing may be normal. The researchers believe this loss of comprehension may be caused by perceptual and cognitive changes.

Student Conduct Addressed

U OF T WILL TRY TO AMEND ITS Code of Student Conduct despite disagreement about proposed changes.

The administration is committed to including provisions addressing stalking and harassment in the code, said David Neelands, assistant vice-president (student affairs).

However, a working group of University Affairs Board has been unable to agree on how such provisions should be worded or whether the code is the appropriate place to cover these offences. John Nestor, a graduate student member of the board, said the existing code of student conduct was designed to deal swiftly with simple matters such as theft. In practice it might not work well in resolving more complicated disputes over harassment, he said.

Neelands foresees the code being

amended to address stalking as well as harassment on the basis of prohibited grounds including race, ancestry, colour and age. In a May 24 memo to the board he suggested disagreements do not outweigh the need to have a stronger policy. "There remains a significant area of campus activity where the University currently lacks appropriate means to deal with the unacceptable conduct of students," he said.

The working group, in its May 20 report to the board, suggested other ways to deal with these offences — a stand-alone harassment policy covering students, for example.

Alumni board member Paul Paton said the definition of harassment should ensure "appropriate protection for the freedom of expression and academic freedom of students."



A record number of faculty and staff retired from U of T this year — more than 240. The department, office and campus. On May 24 President Robert Prichard hosted a reception for 10 retirees to find out what they plan to do in retirement, what they will miss and what they will do.



ALMA CULL, ALMOST 32 YEARS, DEPARTMENT OF PHYSIOLOGY:

"I haven't made any big plans for retirement but perhaps I'll do some travelling. I would like to take a year and not do anything very much.... When I joined the physiology department, Dr. Charles Best was still chairman. I took over from a woman named Dora Secord who was a direct descendant of Laura Secord ... we moved into the Medical Sciences Building before it was even finished."

A

Mrs. Romualda Akelaitis, Dentistry
Mrs. Becuta Alexandru, Robarts Library
Dr. Drew Allin, Obstetrics & Gynaecology
Mrs. Teresa Almeida, Facilities & Services
Mrs. Zahra Alpar, Geography
Mr. Stelios Anamourlidis, Comparative Medicine
Prof. Ralph W.P. Anderson, Industrial Engineering
Miss Adele M. Annett, Robarts Library
Mrs. Urgina Arruda, Food Services
Mr. George Avramidis, Faculty of Medicine
Mr. Francisco Azevedo, Facilities & Services
Prof. Richard Azuma, Physics

B

Miss Barbara L. Babbit, Dentistry
Mr. Frank Balazs, Clinical Biochemistry
Mr. John Ball, Scarborough College
Mr. George Banz, Architecture & Landscape Architecture
Mrs. Maria E. Bartosch, Dentistry
Prof. Diran Basmadjian, Chemical Engineering & Applied Chemistry
Prof. Marion G. Bassett, Electrical & Computer Engineering
Mr. Rudolf Baz, Electrical & Computer Engineering
Prof. George Beaton, Nutritional Sciences
Mr. Matthias Biricz, Facilities & Services
Prof. Harding E. Bishop, Psychology
Mr. Neville S. Blood, Facilities & Services

Dr. W. John Bratina, Metallurgy & Materials Science
Prof. Albert Breton, Economics
Dr. David Briant, Otolaryngology
Ms. Beverley H. Britz, Department of Medicine
Prof. Claude Brodeur, Education

HELMUT STREIT, 30 YEARS, DEPARTMENT OF ALUMNI & DEVELOPMENT:

"After I retire I'll be looking after my own interests. I have some real estate investments that will keep me busy.... I'll remember meeting everyone at the University. I remember I did a little favour for Mrs. Pauline McGibbon and she singled me out at a party and thanked me. That doesn't happen nowadays. There's been lots of changes. I can remember the first demonstration on campus and now it happens almost every day."

Dr. Harvie C. Brooks, Family & Community Medicine
Prof. Robert Bruce, Faculty of Medicine
Mr. Robin Bryan, Scarborough College
Mrs. Carmen Bugeja, Physiology
Miss Krystyna Burdzy, Banting & Best Department of Medical Research
Prof. Ralph C. Burgess, Dentistry
Miss Anne Burns, Surgery
Dr. George Burrows, Family & Community Medicine

C

Dr. John J. Caesar, Anaesthesia
Mr. John Cairns, Obstetrics & Gynaecology
Dr. Douglas Y. Caldwell, Anaesthesia
Mr. Joseph Calleya, Facilities & Services
Mr. Malcolm Cameron, Psychology

Prof. Mavis O. Cariou, Library & Information Science
Mr. Ulric O. Castello, Facilities & Services
Ms. Beatrice E. Caulfield, Criminology
Mr. Fred Chen, Geology
Prof. Gustav Ciamaga, Music
Mr. Robert J. Cober, Scarborough College
Prof. Alan Coman, Education
Mr. James L. Creighton, Music
Dr. Charles P. Crompton, Anaesthesia
Mr. Clifford Crowder, Erindale College
Miss Alma Cull, Physiology
Prof. Ross Curtis, French

D

Mr. Harvey J. Dale, Woodsworth College
Prof. Ian Robert Dalton, Electrical & Computer Engineering
Mrs. Janice Davis, Education
Dr. Etienne P. de Harven, Pathology
Mr. Jose de Sousa, Facilities & Services
Mr. Jose M. Diniz, Facilities & Services
Mr. Patrick N. Dinshaw, Erindale College
Prof. Eric William Domville, English
Prof. James E. Dooley, Management

Dr. Terence A. Doran, Obstetrics & Gynaecology
Dr. Stanislaw Dubiski, Immunology
Prof. John Dyson, English

E

Prof. Frank Ebos, Education
Mr. Hannan Edmondson, Chemical Engineering & Applied Chemistry
Dr. Luba E. Elen, Erindale College
Mr. Asghar J. Elisha, Robarts Library
Prof. Erich W. Ellers, Mathematics
Dr. Lawrence Elmer, Erindale College

F

Prof. Ronald Farquhar, Physics
Dr. Benjamin K. Fisher, Department of Medicine
Mr. David Fita, Facilities & Services
Dr. Nicholas Forbath, Psychiatry
Mrs. Ella Fox, Research in Neurodegenerative Diseases
Prof. John French, Aerospace Studies
Prof. William G. Friend, Zoology
Mrs. Helen Fry, Scarborough College

G

Ms. Constance R.M. Gardner, History & Philosophy of Science & Technology
Dr. Amiya Ghoshal, Pathology
Dr. Donald Gibson, Surgery

Prof. Robert J. Glickman, Spanish & Portuguese
Mr. Joseph Go, Pharmacy
Mrs. Maria A.L.L. Goncalves, Facilities & Services
Mrs. Honora Goulart, Food Services
Mr. Paul Graber, Facilities & Services
Prof. George Malcolm Graham, Physics
Dr. Norman Green, Department of Medicine
Mrs. Carole M. Gregory, Dentistry

Mr. Alan Horne, Robarts Library
Dr. Oleh Hornykiewicz, Pharmacology
Mrs. Leta Hudson, Erindale College
Dr. Margaret E. Huntley, Psychiatry

I

Prof. Gerald F. Israelstam, Scarborough College
Mr. George Janopoulos, Comparative Medicine
Mr. Alexander V. Johnston, Voice

JOHN HITCHCOCK, 27 YEARS, DEPARTMENT OF GEOGRAPHY:

"We have travel plans for the dead of winter. I'll do some volunteer work, probably for non-profit housing groups.... I remember I was involved in organizing a conference for a colleague who continued to teach at the University for 25 years after he had retired at the age of 65 — we started planning it when he was 91."

Mr. Donald Griffith, Facilities & Services
Ms. Erika Gunther, Scarborough College

H

Prof. Donald Gutteridge, Education
Mrs. Myrle Hamilton, Continuing Studies
Dr. Gerald D. Hart, Department of Medicine
Dr. Richard C. Hasselback, Department of Medicine
Mr. Brian Head, Physics
Dr. A. M. Hedlin, Physiology
Dr. Ottmar Hegyi, Erindale College
Mr. Albert G. Higdon, Erindale College
Mr. W. Alan Hill, Admissions & Awards
Mrs. Barbara Hill, Scarborough College
Mrs. Bernice E. Hines, Physiology
Prof. John Hitchcock, Geography
Mr. Peter Hobbs, Management
Mr. Joseph Hoes, Facilities & Services
Dr. William G. Holland, Radiology
Mrs. Barbara M. Holst, Scarborough College

Communications
Mrs. Mary L. Judd, Scarborough College

K

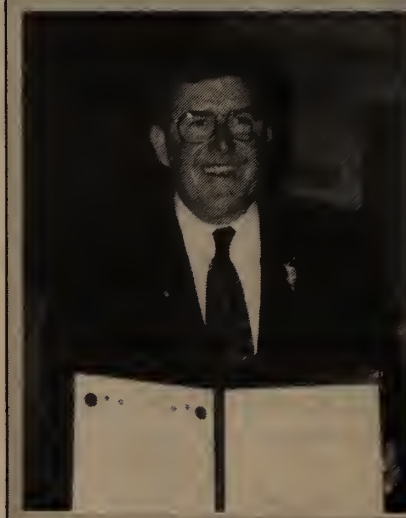
Mr. En-Ho P. Kang, Robarts Library
Prof. Raymond Kao, Management
Dr. Norbert A. Kerenyi, Pathology
Mr. David B. King, Innis College
Prof. Gerd Knerer, Zoology
Mr. Martin G. Kop, Chemical Engineering & Applied Chemistry

L

Dr. John C. Laidlaw, Department of Medicine
Mrs. Caridad Lainez, Hart House
Prof. David W. Lambden, Erindale College
Prof. Thomas D. Langan, Philosophy
Dr. Robert Langford, Family & Community Medicine
Miss Patricia Lawton, Architecture & Landscape Architecture
Ms. Lenore Sheila Leekam, Faculty of Medicine
Mr. Lorne Leslie, Chemical Engineering & Applied Chemistry
Prof. Roland List, Physics
Mrs. Victoria E. Lloyd, Physics

ALAN HILL, 27 YEARS, ADMISSIONS & AWARDS:

"I've been invited to continue working on the national recruitment program which would involve travelling from one end of the country to the other, visiting schools. Aside from that, I'll just relax and allow myself to enjoy my retirement — do some volunteer work, some golf.... The



University is a wonderful place to work. There are moments of frustration, of course, but it's such a congenial environment where people are willing to listen to your ideas and there's an exchange between staff and students that's delightful.... The University has kept me young in mind, if not in body. I recognize that a university takes time to adapt to what's happening in society and takes time to learn to cope with the changes and cope with them well."

JOANNE MCWILLIAM, 26 YEARS, TRINITY COLLEGE:

"After I leave the University I'll go to the General Theological Seminary in New York City where I have a teaching appointment.... I'll miss the University of Toronto. I'm a graduate and I think this is a fine university.... It's hard to highlight things but the first class I ever had at the University was with Marshall McLuhan and I've expected high standards ever since."

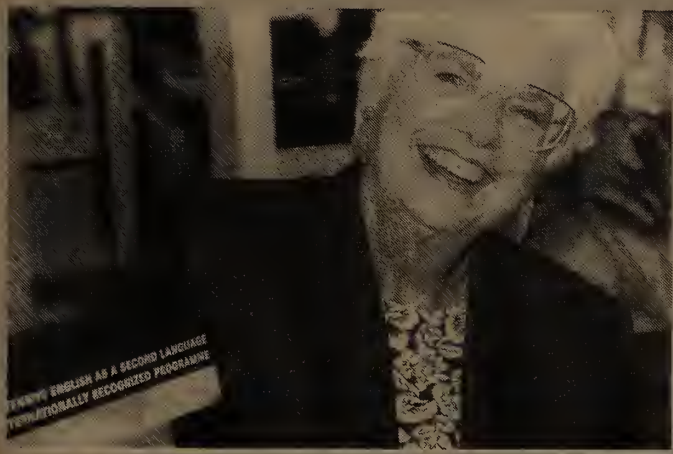
RETIREEES

individuals, some of whom have spent all their working lives here, come from every faculty, in the Hart House quadrangle honouring those who are leaving. The Bulletin talked to them about the things they will remember about their work and the University after all their years of service.



JENNIFER HERBERT

VIVIAN McDONOUGH, 20 YEARS, SCHOOL OF CONTINUING STUDIES:
"I may go back to continuing education on a part-time basis, perhaps spend a year overseas teaching English, do some volunteer work, audit some courses such as Spanish or Japanese, spend time with my grandchildren and my husband."



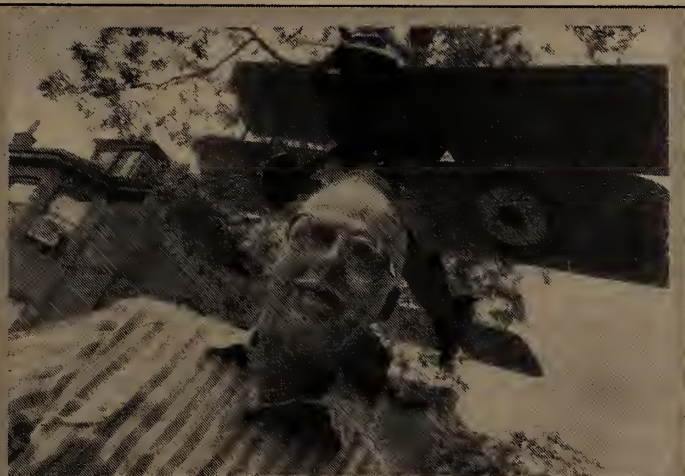
Mr. Heinz Loth, Faculty of Medicine
Dr. Wallace N. Lotto, Jr., Surgery
Mrs. Milanka Lozanovska, Facilities & Services
Prof. Abbyann Lynch, Paediatrics

Dr. Charles Munroe, Dentistry
Prof. Kunio Murasugi, Mathematics
N
Prof. John G. Nairn, Pharmacy
O
Mrs. Jeanne O'Sullivan, Office of the

MARION BASSETT, 36 YEARS, DEPARTMENT OF ELECTRICAL & COMPUTER ENGINEERING:
"I have a farm, so I'll be doing some work there when I retire. I'll probably do some work as an expert witness for visibility [her specialty is optics illumination vision].... I've enjoyed it here but I'm looking forward to doing something different. I'll miss the people but not the routine.... I've had a nice time, a happy career. I was one of the few women to start in the physics department in 1958 and I had a good time."

M
Dr. Donald H. H. MacKenzie, Health Service
Mr. John Marrs, Physics
Mr. Edward Martin, Chemical Engineering & Applied Chemistry
Mrs. Joan M. Massingham, Network & Operations Services
Mr. Geoffrey J. Matthews, Geography
Dr. Yousef Matuk, Ophthalmology
Dr. Paul Maycock, Erindale College
Prof. Ian McCausland, Electrical & Computer Engineering
Mrs. Vivian McDonough, Continuing Studies
Dr. Douglas McGreal, Paediatrics
Mrs. Carol McKay, Woodsworth College
Dr. Donald McLachlan, Physiology
Prof. John McLeod, Political Science
Prof. Joanne E. McWilliam, Trinity College
Prof. Charles Meadow, Library & Information Science
Mr. Richard Melbye, Facilities & Services
Prof. George Milbrandt, Education
Ms Shirle Miller, Scarborough College
Prof. Michael Millgate, English
Prof. Henri Mitterand, French
Dr. Eleanor Morgan, Woodsworth College

Vice-president & Provost
Mr. Steven Ostrower, Facilities & Services
Mrs. Willa C. Ott, Office of the Vice-president (Business Affairs)
P
Dr. Wilfred Palmer, Faculty of Medicine



HARVEY DALE, ALMOST 20 YEARS, WOODSWORTH COLLEGE:
"I've got a lot of projects on the go inside the house and outside the house, perhaps some travel and some gardening, build some gas-powered, radio-controlled model airplanes with five-foot wing spans.... I'll miss the camaraderie here. There's an excellent bunch of people and that's why I stayed.... I remember having to move into the building on Spadina and then moving into the new Woodsworth College building with all its settling-in problems."

Mr. John R. Paris, Physical Plant Services
Prof. Dorothy Parker, Victoria College
Dr. Leslie Pataki, Mechanical Engineering
Prof. Alexander Pathy, Management
Mr. George William Pay, Biomedical Engineering
Prof. Anthony Poe, Erindale College
Mrs. Elizabeth Polgar, Robarts Library
Rev. Charles J. Principe, St. Michael's College
Dr. Waldemar Pruzanski, Department of Medicine
Mr. Harry J. Pursley, Scarborough College

Q
Ms Jane Queen, Scarborough College

R
Prof. Bangalore Ramaswami, Metallurgy & Materials Science
Dr. Narendrana T.H. Ranadive, Pathology
Dr. James Rankin, Preventive Medicine & Biostatistics
Mrs. Shirley M. Reimers, Dentistry
Mr. Ryszard Renkiewicz, Hart House
Dr. Wells Renwick, Anaesthesia
Dr. Steven Richmond, Dentistry
Dr. Hugh Richmond, Pathology
Dr. Susan Ritchie, Pathology
Ms Roberta Roberts, Social Work
Prof. Edward Robinson, Erindale College
Prof. Harold Roe, Medieval Studies
Prof. Abraham Rotstein, Economics
Prof. Shouky Roweis, Geography
Dr. Donald E. Ryder, Pathology

S
Mr. Eucharist Said, Facilities & Services
Prof. Jeannelle Savona, Trinity College
Prof. Benjamin Schlesinger, Social Work
Mrs. Barbara Schon, Innis College
Prof. Marie L.D. Schonbaum,

JANICE DAVIS, 19 YEARS, FACULTY OF EDUCATION:

"I'm going to re-create my life — buy a computer, do some gardening and travelling and rearrange my activities.... I'll remember the various transitions the University has had to go through to expand and retract. It's been interesting to observe. And the adjustments to different governments, the different forces at work and how they affect the Faculty of Education's mandate and programs."

Pharmacology
Mrs. Roberta G. Scott, Office of the Comptroller
Prof. Andre Seguinot, Trinity College
Mr. Bodo Kurt Senkpiel, Erindale College
Dr. John S. Senn, Medicine
Dr. Hans Sepp, Pathology
Prof. Roy Shephard, Physical & Health Education

Mr. John Thorpe, Facilities & Services
Mrs. Patricia Trehan, Woodsworth College
Ms Joan Tryggve, Astronomy
U
Mr. George Ugray, Economics
V
Prof. John Van de Vegte, Mechanical Engineering
Dr. Magdalene Vas, Pathology
Prof. Seymour H. Vosko, Physics

RICHARD AZUMA, 33 YEARS, DEPARTMENT OF PHYSICS:

"I'm retiring early so I can work on my full-scale research program at TRIUMF in Vancouver. It's a national subatomic physics facility and I'll spend 100 percent of my time carrying on the research program there. I don't intend to raise roses and clip Loblaws coupons out of the weekend paper."



Prof. Arthur Sherk, Mathematics
Mr. Frank Shinbin, Facilities & Services
Mr. Padam Shukla, Faculty of Medicine
Mr. Anacleto Silva, Hart House
Dr. Jean Sislian, Aerospace Studies
Dr. Norman Slamecka, Psychology
Dr. John Hillsdon Smith, Pathology
Prof. Nikola Stanacev, Clinical Biochemistry
Mrs. Stanislaw Strach, Facilities & Services
Mr. Helmut Streit, Alumni & Development
Prof. Josef Svoboda, Erindale College
Prof. Noreen Swallow, Erindale College
Dr. Andrew Szonyi, Management

T
Mr. Michael Tait, Scarborough College
Dr. Genlin Tan, Electrical & Computer Engineering
Mr. Agnelo Tavares, Facilities & Services
Dr. Milton Terris, Preventive Medicine & Biostatistics
Mr. Keith Thorogood, Facilities & Services

Mrs. Jeka Vukelic, Erindale College
Mr. Paul Vukelic, Erindale College
W
Mrs. Patricia Walker, Pharmacy
Miss Dawn Walker, Robarts Library
Dr. Charles Wall, Education
Prof. Alfred Ward, East Asian Studies
Mr. Albert Warren, Facilities & Services
Dr. Robert Watson, Dentistry
Prof. Georg K. Weissenborn, St. Michael's College
Prof. Joseph Whitney, Geography
Mr. Thomas Widman, Sigmund Samuel Library
Prof. Nancy Williamson, Library & Information Science
Mrs. Mary Wilson, Scarborough College
Mrs. Mary Wolkowski, Medical Genetics
Mrs. Dorothy Wooton, Management
Dr. Leebeert Wright, Clinical Biochemistry
Dr. Frederic Wrigley, Anaesthesia
Y
Mrs. Sheila Yuan, Psychology
Z
Mr. Frank Zahra, Hart House
Prof. Irving Zeitlin, Sociology

SOWING A SEED

Honorary graduands at spring convocation entertain with personal stories and sage advice

Basil Johnston, Ojibway story-teller, on June 8:

WHEN THE INDIAN-ESKIMO ASSOCIATION, NOW known as the Canadian Association in Support of Native & Inuit People, was formed I became a member and was elected to the vice-presidency soon after. As VP I was sent here and there on speaking engagements and fact-finding missions to northern Ontario. While these trips could never compare to the perilous journeys that St. Paul undertook in early Christian days, there was one that tested our nerves. On our way back from Armstrong, Ontario, during the Ides of March in 1968, our guides, Xavier Michon and Bob Pierre, stopped to discuss how best to cross an unbridged logging road that spanned a frozen river without pitching over the falls on our left. To make things worse, it had been raining all day and water was rushing over the road and spilling over the falls. After an agonizing interminable pause Mr. Michon issued the order to "gun it" and we gunned across that river and then a second river a few miles further south.

Later when we arrived in Thunder Bay, Mr. Omer Peters, my companion, whispered that he was unnerved by the experience. I felt better knowing that even a veteran member of the RCAF had been unsettled by the experience and that I wasn't the only one whose knees had been knocking. Service in the Indian-Eskimo Association drew me even deeper in Native American Indian culture.

recalling in the atmosphere that surrounds universities today: in a sense all of those teachers were what I would call un-Canadian.

I'm aware some were patriots, some even risked their lives fighting for Canada, but all possessed an un-Canadian directness of speech, a willingness to state unpopular ideas. Often they were prickly. Sometimes they were a trial to their colleagues and their students. On occasion they were offensive — Frank Underhill's habit of questioning links with the British Empire came within an inch of getting him fired from the history department. Much of the value of these scholars lay precisely in their willingness to offend, when

to celebrate Thanksgiving:

The first farmer said, "It has been such a drought that I didn't bother seeding the fields." The second farmer said, "Yes, I agree. It was a bad year and I seeded the fields but did not bother to harvest them. It wasn't worth the effort." The third farmer said, "It was a bad year, but I seeded, cultivated and then I harvested. It wasn't much, but I have enough to feed my family through the winter and also I have some seeds left over to plant next year." The third farmer knew that if you don't seed, you cannot harvest. The crop only grows if you plant the seed and cultivate it. I hope my dear graduates that you will remember this simple story, which has great meaning.



MP Jean Augustine on June 16:

FOR THOSE OF YOU HERE today who are to begin your careers in the medical profession, commitment will be an extremely important characteristic of your professional and personal lives. Commitment, I believe, requires you to be patient with human frailty rather than admire blindly human strength. The hallmark of our civilization and particularly our great country, Canada, has been its compassion. In the words of St. Theresa of Avila, the 16th-century mystic and saint, "God tests our weaknesses not our strengths." Let this be your motto in the face of adversity. As an aside, I might add that governments also test our weaknesses not our strengths —

Cito Gaston, manager of the Blue Jays, on June 10:

I NEVER EXPECTED TO BECOME A MANAGER. I NEVER SAT on the bench pretending what I would do if I was the skipper. And, as the world of baseball knows, I have been learning on the job for five years. My fellow graduates, you and I should keep in mind three basic values: respect for others, hard work and taking responsibility. They prepare us for the unexpected and a lifetime of learning.

One of the greatest philosophers was Yogi Berra, who commented about the poor attendance when the Mets started up: "If they don't want to come you can't stop them." Or, referring to a well-known nightclub in New York: "That place is so crowded nobody goes there any more." Also: "This game is only 80 percent physical; the other 90 percent is mental." And don't forget Yogi's professor, Casey Stengel, who *really* understood. Stengel said that "the key to being a good manager is keeping the five guys who hate you away from the 20 guys who are undecided."

And for you fans who think Ernest Hemingway's *A Farewell to Arms* has something to do with our pitching problems, don't worry, our pitching is coming around; tomorrow, next week — some time. Being honoured with a doctorate in law even gives me a leg up on Tony LaRussa, manager of the As, who only has a regular law degree. Tony is a good guy. He's been named manager of the year and I haven't. I'm the one with a University of Toronto degree — a good tradeoff as far as I'm concerned.

necessary. They understood that the life of the mind was never supposed to be comfortable. They assumed it is natural for us sometimes to be affronted by what we read or hear. Blasphemous views and criticism of our most cherished orthodoxies are far from deplorable; they are among the foundations of our civilization. What threatens us now, perhaps particularly in Canada, is the desire for intellectual tranquility, the embrace of whatever is safe and easily acceptable.

Frank Shuster, comedian, on June 14:

FINANCIAL SUCCESS SHOULD NOT BE THE BE-ALL AND end-all of your decisions. Keep your standards high and put your talents, love and energy into something that will provide nourishment for your soul — if not for your wallet.

In our early Ed Sullivan days, our American agents saw a great potential for money making if they could persuade us to move to the States. But as money was never a prime motivation for us they knew it would be a hard sell. This agent said, "Frank, give me the bottom line. I know you're happy in Canada; your friends, your family, your roots are there. But if you come to the States...." I nodded. He said, searching, "... you will become truly international stars." I nodded and finally he blurted out: "You know, there's more to life than happiness!"

Ignat Kaneff, real estate developer and president of Kaneff Properties Ltd., on June 15:

IN MY MODEST COUNTRY OF BULGARIA, AGRICULTURE played a major and important role in people's lives. Let me tell you a story about three farmers who had gathered

test, that is, not tax — but I am sure for the future doctors here today this is a revelation you are all most anxious to discover.

The Honourable Madame Justice Claire L'Heureux-Dubé on June 17:

TO GIVE YOU AN EXAMPLE OF HOW FAR WE HAVE come from the time I attended law school [in 1952], I vividly recall that the two women in my criminal law class, of which I was one, were given a week's holiday when the class was discussing offences of a sexual nature....

The legal profession must find new ways to humanize both the practice and the application of the law, to make it more responsive to women and visible minorities. It is commonly observed that the law has, until very recently, been almost exclusively written and developed by men, reflecting men's perception of the world. More insidiously, it is also clear to me that the *practice* of the law has evolved to fit men's lifestyle, a lifestyle in which family responsibilities have historically taken on a lower priority....

On a more general note, you must all agitate for — and educate — a society that will enable both women and men to reach their full potential. We must strive to make the community realize that the quest for equality does not stop when a woman gets a job, and that not all men measure success purely by virtue of career and financial advancement. It is not enough merely to implement legislation prescribing equality in the workplace. Much of that is already in place. More attention must be directed to changing attitudes at an early age through education. Such a change is essential because new options to both men and women in the workplace will not bring meaningful change until it becomes socially acceptable to use them.

Columnist Robert Fulford on June 13:

FRANK UNDERHILL, BORA LASKIN, DONALD Creighton and Northrop Frye had only one thing in common, and that one thing seems to me worth

ON THE OTHER HAND

B Y N I C H O L A S P A S H L E Y

LOW BROW MEETS HIGH TECH

EVERY YEAR AT THE END OF MAY MY boss orders me out of town. As your campus bookseller I am obliged to fly to exotic places to attend the annual American Booksellers Association conference and banquest. Believe it or not this enables me to serve you better and improve your quality of life. Two years ago I had to go to Anaheim. Think of Scarborough that just doesn't quit but has palm trees.



day spent staring at a computer screen at work, you can go home and read *Titus Andronicus* on the comfort of your own computer screen.

The advantage of the CD-ROM over those dusty books you currently own is that it is interactive. No more of that dreary turning of pages. Now, by merely clicking on an icon, you can discover exactly how many times Shakespeare used the expres-

sion "expensive toy" in his plays. (Formerly a technophobe, I can now use highly technical terms like "icon" and "click" without blinking.)

If, for instance, this column had been "electronically published" as we say, you might click on the word "tenure" and in the corner of your computer screen a man might appear singing that old favourite, Come to Me My Mellen College Baby. There are many such applications that might make this column more user-friendly.

But perhaps you'd do me a favour and click on the words "glorious occasion." The image of a sprightly older couple will appear on your screen. These are people I've known all my life, and in fact without them, you would now be reading another depressing piece about funding cutbacks or campus art thefts.

My parents — for those indeed are the people under discussion — have worked hard, played hard and, despite the likes of Hitler, Stalin and the fellow who thought up the thousand flushes commercial, have made the planet a slightly better place than they found it. Still giving painting and piano lessons to much younger people, they are an example to us all. Later this week they will celebrate the first 60 years of their marriage, the sort of occasion you don't see every day. If by chance you find yourself with a drink in your hand this Thursday, June 30, I'd be grateful if you'd raise it in the general direction of Etobicoke and wish Kitty and Stanley Pashley a very happy anniversary. Thank you.

My editor in her wisdom has kindly given me the sleepy months of July and August off. Meet you back here in September.

This year it was Los Angeles. The City of Angels was on its best behaviour: no earthquakes, no fires, no riots, no mudslides. Just thousands of square miles of suburban sprawl, smog and unbridled violence. Still the weather was nice.

The first thing people want to know is whether I saw any stars. Well not really, although my wife, along for the shopping, saw Allen Ginsberg and Shirley Jones, and actually met Shari Lewis' daughter. Talked to her, just like that! On the other hand, my closest brush with greatness entailed walking past an authentic cardboard cutout of Cliff Claven from Cheers (he's shorter than you'd think, if his cardboard cutout is anything to go by). Actually I'm not sure I'd recognize many of today's Hollywood stars. I only recently learned how to pronounce Keanu and I've already forgotten.

What happens when 25,000 book folk get together? First they compare hotels. Then they talk about CD-ROMs. Hey, why sell a book for 25 bucks when you can sell a CD-ROM for 150? The CD-ROM (which, for the computer illiterate, stands for Cash Drain-Removes Our Money) is, by all accounts, the greatest technological advance since the eight-track tape. Its champions are fond of holding a silver disk in the air and announcing that this little baby cost less than a dollar to press. They don't tell us where the rest of the money goes but they dress better than book publishers.

For the price of a CD-ROM, plus that of a CD-ROM drive, plus that of a computer capable of handling all of the above, you can own the complete works of Shakespeare and lots of other swell things. After a

EVENTS

COLLOQUIA

Architecture in Inorganic and Metal Organic Chemistry.

FRIDAY, JULY 22

Prof. Herbert W. Roesky, University of Göttingen. 158 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*



SEMINARS

Regulation of Growth Cone Behaviour by Cell Adhesion Molecules.

WEDNESDAY, JUNE 29

Dr. Vance Lemmon, Case Western Reserve University. 416 C.H. Best Institute. 4 p.m. *BDDMR*

Free Chromatin Mapping and Beyond.

MONDAY, JULY 24

Henry Heng, Department of Molecular & Medical Genetics. 4279 Medical Sciences Building. 4 p.m. *Molecular & Medical Genetics*

EXHIBITIONS

THOMAS FISHER RARE BOOK LIBRARY

The Telling Line: Image and Text in 20th-Century British Books.

TO JUNE 29

Illustrated books and original art. Hours: Monday to Friday, 9 a.m. to 5 p.m.

ROBARTS LIBRARY
Eritrea, Oasis of Hope.

TO JULY 10

Photographic exhibition by Kibreab Tesfay, examining the transformation of a war-torn land into one of peace. 1st floor atrium. Hours: Monday to Friday, 8:30 a.m. to 11 p.m.; Saturday, 9 a.m. to 5 p.m.; Sunday, 1 to 6 p.m.

JUSTINA M. BARNICKE
GALLERY

HART HOUSE

TO JULY 21

The Sacred & The Secular.

Daniel Bardley, paintings. East Gallery.

Personal Stories.

Julie McIntyre, prints. West Gallery.

Gallery hours: Monday to Friday, 11 a.m. to 6 p.m.; Saturday and Sunday, 1 to 4 p.m.

MISCELLANY

Campus Walking Tours.

TO AUGUST 31

Hour-long tours to the downtown campus conducted by student guides. Tours available in English, French, Portuguese and Hindi. Map Room, Hart House. 10:30 a.m., 1 and 2:30 p.m., Monday to Friday. Information: 978-5000.



DEADLINES

Please note that information for Events listings must be received in writing at The Bulletin offices, 21 King's College Circle, 2nd floor, by the following times:

Issue of July 25, for events taking place July 25 to Aug. 22: MONDAY, JULY 11.

Issue of August 22, for events taking place Aug. 22 to Sept 6: MONDAY, AUGUST 8.



MASSEY COLLEGE APPOINTMENT OF MASTER

The present Master of Massey College, Professor Ann Saddlemeyer will complete her term of office on June 30, 1995. The Electors, who are the Senior Fellows of Massey College, seek to select a new Master early in 1995. They welcome both direct applicants from men or women and suggestions as to suitably qualified candidates who might be approached by Massey College. Academic distinction is only one possible basis for candidature and persons holding senior appointments in other fields are encouraged to consider applying. The retirement age is 65 and it is expected that the successful candidate will serve for a 7-year term. The salary will be commensurate with academic scales and will reflect the fact that the duties of the post, while substantial, are regarded as part-time.

Applications and suggestions for the post of Master of Massey College should be submitted by October 15, 1994 to the Chairman of the Search Committee for the Fourth Master, Massey College, in the University of Toronto, 4 Devonshire Place, Toronto, Ontario, M5S 2E1.

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southeast corner

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16 Devonshire Place, lobby

Claude T. Bissell Building
140 St. George St., outside

Robarts Library
north entrance

Wycliffe College
Hoskin Ave. at Tower Rd.

Whitney Hall
85 St. George St.,
in sheltered entrance

Sir Daniel Wilson Residence
73 St. George St.,
box by porter's door

Sir Daniel Wilson Residence
southwest corner

21 King's College Circle
inside front door

University College
lobby with others

Simcoe Hall
rack inside door

Medical Sciences Building
main entrance

Medical Sciences Building
east side by dean's office

Sigmund Samuel Library
lobby

Hart House
Arbor Room entrance

Sidney Smith Hall
inside east and west doors

Sidney Smith Cafeteria
east door

Innis College
Sussex Ave., at Innis College Cafe

New College
21 Classic Ave., Wetmore Hall

New College
40 Willcocks St.

New College
northeast corner,
Huron and Willcocks

Botany
25 Willcocks St.,
corridor on east side

Forestry
33 Willcocks St., east entrance

45 Willcocks St.
front of building

Lash Miller Chemical Laboratories
Willcocks St. and St. George St.
entrances

McLennan Physical Laboratories
main foyer

Knox College
59 St. George St., southwest corner

45-49 St. George St.
box between buildings

Galbraith Building
lobby on St. George St.

International Students Centre
inside door

Koffler Student Services Centre
St. George St. and College St.
entrances

215 Huron St.
inside front door

Sandford Fleming Building
in open area

College St. & King's College Rd.
northeast corner

FitzGerald Building
Taddle Creek Road, east side

Best Institute
112 College St., on wall

CLASSIFIED

A classified ad costs \$15 for up to 35 words and \$.50 for each additional word (maximum 70). Your phone number counts as one word, but the components of your address will each be counted as a word. No charge for postal code. A cheque or money order payable to **University of Toronto** must accompany your ad. Ads must be submitted in writing, 10 days before *The Bulletin* publication date, to **Nancy Bush, Department of Public Affairs, 21 King's College Circle, 2nd Fl., Toronto, Ontario M5S 1A1.** Ads will not be accepted over the phone. To receive a tearsheet and/or receipt please include a stamped self-addressed envelope. For more information please call: 978-2106.

ACCOMMODATION RENTALS AVAILABLE — METRO & AREA —

West Annex. 15 minutes walk U of T. Subway 3 minutes. August 1/September 1, 1994 to July 31, 1995. Close to schools, stores, parks. Victorian townhouse, furnished and equipped. Open-plan dining/living area, fireplace, two bedrooms, two studies, two bathrooms, garden, deck, private parking. \$1,425 + utilities. Phone: 588-3388.

Admiral Road. Furnished, spacious, 1 plus bedroom, lower-level apartment. Own entrance, fireplace, dining area, quiet, close to U of T, parking available, 4 appliances. \$835/month inclusive. July 1. 822-4015 days.

Short-term, 6 months. Furnished house: 2 bedrooms, 2 bathrooms, den, designer kitchen, five appliances, parking. Quiet cul-de-sac, ravine, TTC, close downtown. No pets, non-smokers. Available October (dates negotiable). 755-0540.

Bathurst/Eglinton. Beautifully furnished 4-bedroom detached home. Large kitchen with eating area, large family room, two full bathrooms, study, central air. Garden, garage, steps to TTC. Available September 1994. \$1,900 + partial utilities. 783-2239.

North York/Sheppard area. 4-bedroom home, furnished, quiet neighbourhood, all appliances, garden, finished basement, two-car driveway, close to TTC. No pets/non-smoker(s). September 1994 — April 1995. \$1,100/month plus utilities. (416) 494-1099.

Furnished, air-conditioned, one-bedroom apartment with one cat to sublet between July 27 and September 26. Walk to University. Dishwasher, sauna, pool, parking. Seek responsible employed non-smoker with references. \$1,300/month, first/last. (416) 961-0820.

Davillsville subway. 2-storey, 4-bedroom house, spotless, 2 bathrooms, modern kitchen, 5 appliances, central air, parking. No pets. References. Available after August 18. \$1,575/month + utilities. Ph. (416) 978-5745 days; (416) 785-8652 evenings and weekends.

Furnished 1-bedroom + den apartment in quiet building. Available approximately July 15, 1994 to July 15, 1995. TTC at door. Beautiful view of lake. No more than 2 tenants allowed. No pets. Non-smokers. \$750/month. (416) 255-4773.

Townhouse for rent — Cabbagetown (2 miles from U of T). 3 bedrooms — 2 bathrooms — garage. Available August 1 (flexible) for 1-2 years. \$1,000 per month (\$1,200 furnished) + utilities. 861-9125.

Furnished 1- or 2-bedroom apartment 10 minutes to U of T in Victorian home available for short-term rental weekly or monthly. Dishes and linens included. (416) 535-4000.

Annex short-term — U of T area. Owners new 1-bedroom + den. Beautifully furnished apartment. Air conditioned, 5 appliances. Available July 23 to October 1. Non-smokers. References. Rent negotiable. (416) 944-2640.

Attractive house, furnished, available September 1994 for one year. Quiet area, walk to U of T and OISE. 3 bedrooms, basement laundry, paved patio, 5 appliances, full air-conditioning. \$1,400/month plus utilities (economical to run). (416) 972-6313.

Sabbatical rental: furnished 2-bedroom apartment, mid-July to Christmas. College

& St. George; in sunny, quiet location; in co-op community. Ideal for small family. About \$900 plus utilities. Elizabeth, 979-9528.

One-year rental available August 1994. Three-bedroom house in the Beaches, fully furnished, with fireplace, parking. Two-minute walk to the Queen streetcar, five-minute walk to the lakefront and the boardwalk. Owner will be teaching in Japan. \$1,600 monthly rent, plus utilities. Contact Judy Millard, day (416) 924-9900, evening (416) 698-4660.

Sabbatical rental: beautiful 4-bedroom, furnished, new house, backing onto Humber River, Woodbridge. \$1,500 plus utilities. August 1, 1994 for 1 year. A.C., 2-car garage. Close to schools, family neighbourhood. Call Chester or Pip (905) 850-7281.

Bloor/High Park: 5 minutes from park, luxury condo, 3 bedrooms, 2 bathrooms, gym, sauna, pool, A/C, quiet, spacious, bright, TTC. Good for family or students. Available September 1 or sooner. \$975 all inclusive. (416) 604-2150.

St. George north of Bloor. Spacious, furnished, one-bedroom apartment, recently redecorated. Large balcony, indoor parking. Ideal for single adult or couple. Non-smokers only, references. \$850. Available August 1. 978-5752 until June 30, 978-0142 after July 1.

Sabbatical sublet. Fully furnished one-bedroom apartment, upstairs in two-storey townhouse. Steps to Ossington subway at Bloor. Utilities, cable. No smoking/pets. References. \$700/month/first/last. Summer, or July to December. (705) 835-5878.

One-bedroom flat (3rd floor) in a house with private bath, kitchen and sun-deck. Bloor & Spadina. Available July 1, 1994. Call 963-4356.

Self-contained one-bedroom furnished basement apartment for rent. Laundry facilities & parking available. Location — Kingston Road & Shepard Avenue. \$550 per month. 283-1452.

Sabbatical rental. Large fully furnished condominium apartment. 2 bedrooms, 2 baths en suite. 6 appliances. Pool. Balcony. Opposite park. Quiet central location. Subway at door. 15 minutes to U of T. Available 1 year or longer. 787-8464.

Summer rental. August. Fully furnished three-bedroom house in pleasant High Park area, study, hobby room, appliances, deck, fenced-in yard, parking. Easy access to TTC. Ideal for visiting professor. No pets. \$1,300. 516-0197.

Sabbatical rental. Furnished Victorian one-bedroom. August or September '94 through May '95. Quiet location, walking distance U of T and Queen St. W. Private garden, laundry, fireplace. \$1,000/month. 340-1031.

Sabbatical rental. Furnished 2-bedroom bungalow near Bloor and Royal York. Central air conditioning, garage. Available August 1 or slightly earlier for 10-12 months. Non-smokers, no pets. \$1,000 plus utilities. 978-5057 (days), 239-2651 (evenings).

Spacious, bright 2-bedroom apartment with garden. Beautifully furnished at Avenue Road & Lawrence. Laundry & parking. \$750+. Available July 1 to September 6. 487-0229, after July 2 call 782-1037.

Downtown, 15-minute walk to U of T. One-bedroom condominium, 6 appliances, furnished or unfurnished. Sauna, pool, health facilities in building. 24-hour concierge. Available September 1. \$1,100/month. (416) 348-9839.

Executive condo perfect for sabbatical. Centrally located at Yonge & St. Clair subway 10 minutes to U of T. Beautifully furnished sunny one-bedroom plus atrium. One and a half bathrooms. Washer, dryer, central air, balcony. Concierge. Indoor swimming pool and exercise room. No smoking and no pets. September 15 through April. \$2,300 monthly. Contact day or evening, (416) 925-0060.

Steps to campus, Robarts Library. Totally renovated Victorian house. One-bedroom basement apartment, fully furnished, including cable TV, utilities, \$500/month. Immediate or TBA. 971-6094.

ACCOMMODATION RENTALS REQUIRED

For August 15/94. Furnished or unfurnished 3 BR house or duplex in City of York, preferably near Christie and St. Clair. Quiet family, one cat. Needed through July '95. Call Cathy, (416) 656-4273 morning or evening or (216) 922-5956.

Visiting professor requires for self one- or two-bedroom apartment for period October to early December (duration negotiable). Close to University preferred. Please phone Jean-Philippe Thérien, (514) 274-4183.

Responsible academic needs apartment/house short-term period July 15 — August 15 near U of T, dates flexible. Have well-behaved female golden retriever; fenced yard a plus but not necessary. 978-5781.

Mature, responsible, non-smoking, female professional available for house-sitting. Long- or short-term basis. Excellent references. Please call Nina at 696-7229 until June 30, 925-1420 after June 30.

ACCOMMODATION SILVER

High Park 2-storey garden condo, at Bloor subway station. Woman/owner to share furnished 2-bedroom apartment, laundry en suite, heat/air conditioned, all included. Pool, security. Quiet Quebec Avenue. Non-smoking, bright, clean. \$450/month. Parking available. (416) 761-9671.

Annex (south), Spadina & Harbord; two-storey renovated Victorian; 2 bedrooms, 2 baths, 2 living-rooms, study, comfortably furnished; 5 appliances, deck, patio, garden, parking; walk to U of T/subway; Non-smoking single or couple, to share with 31-year-old female. September '94 — July '95 (negotiable). \$525/month inclusive. (416) 921-8084.

ACCOMMODATION OVERSEAS

Brittany, 17C. manoir. Beautiful, secluded, 20 min. beaches, 5 min. town. Main: 3 bedrooms, dining-room, music room, 2 bathrooms. Wing: self-contained apartment. Photos available. Summer \$5,000/month (two-week minimum). Also sabbatical. (416) 694-9295.

ACCOMMODATION EXCHANGE

Edinburgh: University family (parents and three children), attending conference in Toronto August 1995, seek house exchange of about three weeks. We have a four-bedroom family house ten minutes drive from the centre of Edinburgh: looking for equivalent in Toronto. Please contact Sarah Carpenter, Department of English Literature,

University of Edinburgh, Edinburgh UK. Univ. Tel. (031) 650-3608; e-mail ELISCS@SRVO.arts.ed.ac.uk; home tel. (031) 447-2816.

BED & BREAKFAST

Award-winning home. Immaculate, smoke- and pet-free. Quiet nooks and crannies for reading and relaxing. Healthy breakfasts and we cater to diets. Walk to U of T, ROM. Parking. \$80 daily for two, \$65 for one. (416) 967-6474.

HOUSES & PROPERTIES FOR SALE

High Park Charming \$269,900. Expansive brick 3-storey home in prime residential neighbourhood. Features 5 spacious bedrooms, family-size kitchen, comb. lvrn/dngrm with gleaming hardwood, stone fireplace and more! Steps to subway. A. Gray, (416) 769-3300.

Downtown Secret Garden. A modern 5 BR home in historic Wychwood Park, a paradise for kids, joggers & nature lovers. Built in 1952, it has been extensively renovated & updated. New white kitchen, luxurious master BR with 6 pc. en suite, double garage, deep south lot, beautifully landscaped garden with mature oaks. Ask \$775,000. Call Patricia Meyer-Watt, Sales Representative, Neil Wright Real Estate Ltd. 961-1698.

MISCELLANY

PERSONAL COUNSELLING in a caring, confidential environment. U of T staff extended health care benefits provide excellent coverage. Dr. Ellen Greenberg, Registered Psychologist. The Medical Arts Building, 170 St. George Street, 961-3683.

ACCENT NEED ADJUSTMENT? Communications enhancement courses in speaking and writing for English as Second Language Speakers with good language skills. Groups of 6-8. Over 2,500 satisfied graduates. Now in its 8th year. Gandy Associates. 533-1933.

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Psychologist providing individual, group and couple therapy. Personal and relationship issues. U of T extended health plan covers psychological services. For a consultation call Dr. Heather A. White, 535-9432, 140 Albany Ave. (Bathurst/Bloor).

Stress, depression, relationship problems. Experienced counselling for individuals and couples. Excellent coverage through U of T extended health benefits. Dr. Gale Bildfell, Registered Psychologist, 114 Maitland Street (near Wellesley and Jarvis). 972-6789.

MASSAGE THERAPY naturally effects a relaxation response. Enjoy a quiet retreat from the stress of daily life. The experience will rest and refresh your body and mind. Bloor/St. George location. By appointment. Kathy Dillon, R.M.T. 787-1070.

For the purpose of the Department of the History of Medicine, I am seeking back issues of the REPORT OF THE DEAN OF THE FACULTY OF MEDICINE. If any are to be found, please contact: Edward Shorter, 88 College Street, 978-5256.

RESEARCH NOTICES

For further information and application forms for the following agencies, please contact University of Toronto Research Services (UTRS) at 978-2163.

GENERAL

SCHOOL OF GRADUATE STUDIES
Effective July 1 SGS will assume responsibility for the payment of most medically related graduate student awards. Awardees should contact the SGS fellowships and loans office directly (978-2150), following receipt of their notification of award, to determine the availability and schedule of award payments. This change is for graduate student awards that offer personal support only. Health Canada/NHRDP, Ontario Ministry of Health fellowships and those awards with a research allowance component will continue to be administered through UTRS. Application forms and guidelines will be available from both UTRS and the loans office at SGS.

MEDICAL RESEARCH COUNCIL

Effective July 1 the designated University signature for Faculty of Medicine grant and award applications for all MRC programs will be Cecil C. Yip, PhD, vice-dean (research). Faculty of Medicine investigators should contact the faculty's research in the FitzGerald Building office for all matters relating to submission of MRC applications for the 1995-96 competitions. Questions regarding applications should be directed to Mary Ann De Francis (978-8316). This change is for MRC applications only. All other agency grant applications and all contracts will continue to be processed by UTRS. The designated University signatory for all non-Faculty of Medicine applications will continue to be Peter B. Munsche, assistant vice-president (research services). The administrative contact will remain Susan Haggis (978-7146). All applications must be accompanied by a completed RIR-1 form, available from UTRS and the research office of the Faculty of Medicine Research.

OHIP

Anyone planning to be outside of Ontario for more than six months, including faculty and librarians who are on research or study leave, should note that the process for obtaining extended coverage has changed. It is now necessary to complete and submit an Ontario Health Coverage Change of Information form (March 1994). Forms are available from the Ministry of Health in Toronto (482-1111), and benefits administration will keep a small supply. The ministry will not accept photocopies of the form.

MEDICINE & LIFE SCIENCES

ALZHEIMER'S ASSOCIATION (US)
The zenith awards are offered to scientists

who have contributed substantially to the advancement of Alzheimer's research and who will continue to make significant contributions in the future. The award is intended to stimulate the career development of talented and productive investigators in mid-career who have not yet received major research funding. Funding will be up to \$100,000 US per year for up to two years with possible renewal. Deadline is August 12.

ONTARIO MINISTRY OF HEALTH

The ministry has advised UTRS that the Trillium clinical scientist award program has been cancelled. The terms of reference for this program are currently under review and when new guidelines for the program are available, the next submission deadline will be announced.

PROCTER & GAMBLE COMPANY

The international program for animal alternatives provides funds for research in biological sciences directed to the development of replacements or improvements to current animal methods for efficacy and safety. Support will be offered up to a maximum of \$50,000 per year for three years. An overhead component is permitted by the sponsor and the full 10 percent of total direct costs must be included in the budget allocation. Specific details and the application format will be found in the current guidelines for applications. Deadline is August 15.

SUGAR ASSOCIATION, INC. (US)

The association represents domestic sugar cane growers and refiners and sugar beet growers and processors and is responsible for the development and dissemination of scientific information substantiating sugar's safety and role in nutritional matters. Support is available for research proposing physical, chemical, and/or enzymatic transformations of sucrose into novel value-added food or non-food products and new and unique industrial uses for sucrose. Initial application is by letter of intent. Detailed proposals will be requested by the association. The usual University signature and application procedures apply. Deadline is for August 1.

HELEN HAY WHITNEY FOUNDATION

The foundation supports post-doctoral training fellowships in biomedical research. Candidates may be residents of the US, Canada or Mexico who hold an MD, PhD or equivalent degree. Deadline is August 15.

PHYSICAL SCIENCES & ENGINEERING

CANADIAN ELECTRICAL ASSOCIATION

CEA is inviting contract proposals for research on the following topics:

113 T 1040 — laboratory measurement of modern loads subjected to large voltage changes for use in voltage stability studies; 457 T 1045 — evaluate the environmental consequences of using wood or steel structures in overhead transmission and distribution lines; 500 T 1050 — standard EMF exposure system for in vitro screening; 366 T 1041 — definition of data network and adaptive protection and control functions for integrated substation protection, monitoring and control; 393 T 1042 — transformer loading at ambient temperature below 0°C (part 1); 393 T 1043 — measurement of oil-soluble compounds from the thermal degradation of cellulose; 438 T 1044 — life extension of transmission lines risk assessment and cost benefit analysis; 477 T 1046 — mechanical performance of hollow core composite insulators; 478 T 1047 — powerline VHF interference handbook; 480 T 1048 — state of the art report on spacer dampers; 485 T 1049 — condition monitoring of substation power electrical equipment (utility needs); 491 T 1051 — LETL: im- portable technology from other industries for refurbishment application; 393 T 1052 — evaluation of the effects of free breathing and different types of sealed systems on moisture content and aging of transformer insulation. Details are available from UTRS. Deadline at CEA for receipt of proposals is 4 p.m., August 11.

MINISTRY OF EDUCATION & TRAINING

The university research incentive fund is designed to increase the research capacity and expertise of Ontario universities and to strengthen partnerships between the universities and industry. The program will match, dollar-for-dollar, eligible investments by the private sector in contractual university-based research. Researchers interested in apply for a URIF award are encouraged to contact UTRS (978-7040) for applications and information regarding guidelines and procedures. The next URIF deadline date for receipt of applications at the ministry is July 29, the internal deadline at UTRS is July 22.

NATURAL SCIENCES & ENGINEERING RESEARCH COUNCIL OF CANADA

Researchers intending to apply for a research grant in the 1995-96 competition (including first-time applicants, researchers who have not applied recently and industrial research chair holders who do not currently have a research

grant) must submit a notification of intent (form 180) and related documents to NSERC. (No advance material is required for equipment grants.) Significant changes to the requirements have been made. Examples of contributions (e.g., reprints, preprints, etc.) should no longer be sent in August but must accompany your application in the fall. The documents listed below are essential if the application is to be sent out to external referees: (i) the original and two copies of a completed form 180; (ii) names and addresses of five individuals able to provide an independent assessment of research activities (suggested referees must not be a thesis supervisor, former student, former or present research collaborator or present departmental colleague; "former" for these purposes means within the last six years); and (iii) three copies of an up-to-date list of publications. Failure to submit advance material before the deadline may adversely affect an applicant's chances of success. Researchers should contact their home department for further information and instructions on the exact material required by NSERC. Deadline for submission of advance material is August 15.

Starting this fall there will no longer be two deadline dates for research grant applications. All applications, including those from first-time applicants and those submitted by applicants applying to or already supported by MRC and SSHRC, must be received at NSERC by Nov. 1. (The deadline for applications for women's faculty awards remains Oct. 15.) Deadlines will be strictly enforced and late applications will be rejected by NSERC. The normal duration for research grants will be increased from three to four years. Applicants should submit four-year budgets in applications submitted this fall. The five-year grant will be maintained.

In August NSERC will be providing UTRS with copies of the new Researcher's Guide and application forms. Since many of the application forms have been redesigned and combined with others, the new version only must be used. Applicants are expected to submit complete applications. Incomplete applications will be rejected.

UPCOMING DEADLINES

JUNE 28

Pediatric AIDS Foundation — request for proposal

JUNE 29

Canada Council — Killam fellowships, memorial prize

SSHRC — integration of persons with disabilities; aid to international congresses in Canada; aid to occasional scholarly conferences; travel grants for international representation

JUNE 30

Smokeless Tobacco Research Council — research grants

JULY 1

Alzheimer's Association Inc. (US) — pilot research grants

Canadian Genome Analysis & Technology Program — stage 1 letter of intent

Anna Fuller Fund — fellowships

W.T. Grant Foundation — nominations (at UTRS)

International Union Against Cancer — cancer study grants

Laidlaw Foundation — Great Lakes conservation program

Rockefeller Foundation — women's status and fertility research grants

Spinal Cord Research Foundation/Paralyzed Veterans of America — research proposals

JULY 2

American Speech-Language-Hearing Association — student research grants

JULY 15

American Paralysis Association — research grants

Deafness Research Foundation (US) — new research grants

JULY 18

American Speech-Language-Hearing Association — new investigators research grants

JULY 22

Ontario Ministry of Education & Training — URIF (at UTRS)

JULY 31

Health & Welfare Canada (NHRDP) — post-doctoral fellowships, national health research scholarships, national health scientists, visiting scientists

AUGUST 1

Sugar Association Inc. — letter of intent

AUGUST 11

Canadian Electrical Association — contract proposals for research

AUGUST 12

Alzheimer's Association Inc. (US) — zenith awards

AUGUST 15

Helen Hay Whitney Foundation — post-doctoral fellowships

NSERC — advance material

Procter & Gamble — international program for animal alternatives

AUGUST 31

March of Dimes (US) — Basil O'Connor starter scholar research award (nominations)

PHD ORALS

Graduate faculty please call the PhD examinations office at 978-5258 for information regarding time and location for these listings.

WEDNESDAY, JUNE 29

Lois Jean Ayoub, Centre for Medieval Studies, "John Crophill's Books: An Edition of British Library MS Harley 1735." Prof. A.G. Rigg.

Cindy Morshead, Department of Anatomy & Cell Biology, "Cellular Proliferation in the Adult Brain: Implications for Neural Regeneration." Prof. D. van der Kooy.

Yong Rao, Department of Biochemistry, "Molecular Analysis of Homophilic Interactions of the Neural Cell Adhesion Molecule NCAM." Prof. C.H. Siu.

MONDAY, JULY 4

Gerardo Castillo, Department of Clinical Biochemistry,

"Expressional, Structural and Metabolic Variability of Heparin Sulphate Proteoglycans in the Isolated Rat Glomerulus." Prof. D.M. Templeton.

WEDNESDAY, JULY 6

Agnes Hou Ngee Tay, Department of Clinical Biochemistry, "Regulation of Cytosolic Phospholipase A₂ (cOKA₂) Gene Expression." Prof. K.I. Skorecki.

THURSDAY, JULY 7

Anne Patricia Williams, Department of English, "The Narrative Rhetorics of the British Sentimental Novel, 1760-1800." Prof. P. Bruckmann.

FRIDAY, JULY 8

Thomas Warren Waldoek,

Department of Political Science, "The Development of Sartre's View of Freedom." Prof. A.A. Kontos.

MONDAY, JULY 11

Elizabeth Yeoman, Department of Education, "Tales Told in School: Children, Stories and Issues of Justice and Equity." Prof. R.I. Simon.

WEDNESDAY, JULY 13

Athanasios Zougas, Department of Mechanical Engineering, "Nonlinear Dynamic Finite Element Analysis of Rate Sensitive Materials." Prof. S.A. Meguid.

THURSDAY, JULY 14

Hong Qiang Heng, Department of Molecular & Medical Genetics,

"Free Chromatin Mapping: Concept, Methodology and Its Applications." Prof. L.-C. Tsui.

Guoguang Zheng, Department of Physics, "An Experimental Investigation of Convective Heat Transfer of Rotating and Gyration Hailstone Models." Prof. R. List.

FRIDAY, JULY 15

Andrea Fedi, Department of Italian Studies, "Stile e struttura dei Diarii di Marin Sanudo." Prof. A. Franceschetti.

WEDNESDAY, JULY 20

Julie Ann Guard, Department of Education, "The 'Woman Question' in Canadian Unionism: Women in the UE,

1930s to 1960s." Prof. R. Pierson.

THURSDAY, JULY 21

Amr Salah El-Dieb, Department of Civil Engineering, "Permeability of Fluid through High Performance Concrete." Prof. R.D. Hooton.

TUESDAY, JULY 26

Alberto Tapia-Aguilar, Department of Statistics, "Accurate Confidence Intervals for Regression Parameters in Proportional Hazards Model." Prof. N.M. Reid.

WEDNESDAY, JULY 27

Kathryn Jane Browning, Department of Education, "Performance Art Education." Prof. J.R. Courtney.

DEAR COLLEAGUES

Prejudice against homosexuals is found in the most expected and unexpected places

BY MARLANA VALVERDE

JUNE 10, 1994

Yesterday the politicians at Queen's Park voted down the bill that would have given some equality rights to lesbian and gay families. As I cycled to work this morning, I was waiting for the light to change at University and College and stood staring at the institution where hours earlier it had been demonstrated how electoral cowardice will prevail over the demands of justice. Suddenly I noticed *The Toronto Sun*: "Near-riot," it declared. I had read the *The Toronto Star* earlier and it reported the gay people present for the vote had merely "shouted."

If there was a "near-riot" it was caused by the police, who ostentatiously and symbolically donned latex gloves in order to push dozens of spectators out of the gallery and all the way down the stairs. Even if some HIV-positive spectators had been bloodied by the police, it is unlikely that any police officers would have acquired the HIV virus. But the gloves were not physical barriers: they were statements, statements of prejudice. What if the Queen's Park gallery spectators had been physicians in confrontation with the Ministry of Health? Would the police assume that all doctors are HIV-negative?

The police's prejudices about who is to be treated as a medical or moral danger only reflect the politicians' views, namely that what sociologists and biomedical scientists are now saying (about families or AIDS) counts for nothing against the age-old need to defend abstract "morality" through rituals of stigmatization.

Many of you, made uncomfortable by my anger, will probably say: "Oh well, be patient, not everyone is homophobic, at least U of T provides benefits for same-sex couples and their families." I suppose it is a consolation that my family exists as a family in the U of T human resources files, even if no level of government recognizes it as such. But the University cannot ensure that if I'm killed in a bike accident today, my partner will be able to continue raising our child, for me a more significant issue than whether she can claim dental benefits. And, equally significant, the University will not be able to protect our child against the kind of stigma and prejudice that was so obvious in the actions of the police and in the *Sun's* reporting of events.

In fact, I'm not sure any government institution can address the problem of prejudice. This is why I am writing to you, my colleagues, those I know and those I don't know, to ask you to think of ways of showing solidarity. Many heterosexual people who support gay rights do so very quietly, without ever taking visible steps such as joining the demonstration that took place after the defeat of the bill. The quietness and politeness of the non-gay support for gay rights has the unfortunate effect of making politicians believe that the only vote they stand to lose if they take a prejudiced stand is that of the "out" gay minority. One of the few people who tried to counteract this was Attorney-General Marion Boyd, who stated that she believes gay rights is an issue for everyone. Despite her valiant efforts, however, the issue was consistently portrayed in the media as one that only concerns "interest groups."

AS I WRITE, A HETEROSEXUAL COLLEAGUE TELLS ME HE IS outraged with *The Globe & Mail* for stating that "several thousand gay people marched in the street..." as if only gay people cared about what happened, as if the issue were one of narrow self-interest and not fundamental justice. But what I find even more disturbing than the *Globe's* assumption is the fact that I read the same article but failed to notice the newspaper's assumptions that minority rights only concern the affected minority.

Reflecting on my colleague's insight, I think about the count-



less articles, editorials and columns I have read during the whole debate about the bill in which writers go out of their way to make it clear that they are *not* gay. Many of these articles are more or less pro-gay (although writers often feel that the mythical line has to be drawn at adoption, as though telling a group it is not fit to raise children is not a rather blatant example of prejudice). Would these journalists be so quick to pronounce themselves Christians when denouncing an anti-Semitic attack? Non-gay people who feel obliged to carry a placard stating their heterosexuality when supporting gay rights are only re-enacting the very prejudice they claim to be attacking.



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The construction of gay rights as an issue of self-interest unfortunately means that openly gay people's claims about justice and human rights are automatically discredited. When MP Svend Robinson speaks about gay rights, he is dismissed as though he were asking for a new highway in his riding. In my capacity as a sociologist of sexuality, I have appeared as an expert witness in several court cases and human rights inquiries dealing with discrimination on the basis of sexual orientation. I always feel obliged to speak as a sociologist, reporting on research done on an esoteric minority group about whom I only have "expert," not personal, knowledge. Reference to person-

al experience would only mark me as a biased advocate rather than a serene academic expert witness, hence undermining the case.

Reflecting on my expert witness career, I cannot avoid the conclusion that my decision not to "come out" in the courtroom is a particularly insidious example of the very discrimination I am challenging. My court appearances might look like brazen examples of "gay rights talk" but the awkward relationship between my private and my public selves shows that despite the claim of right-wing politicians, we have not come such a long way.

THIS OPEN LETTER, THEN, IS A PLEA for the issue of gay rights to be viewed as a question of fundamental justice, worthy of your time and energy, regardless of your sexual orientation. Those of you who teach and study in the social sciences and humanities, in social work, in the medical school and in the law school have at your disposal a growing literature on the effects of ho-

mophobia both on stigmatized individuals and the general level of social health. Using these materials in lectures and assignments might expose you to students' suspicions that you are perhaps queer yourself. However, my own experience suggests that these fears are rather unfounded, precisely because of the prejudiced belief held by most non-gay students that gays can be spotted a mile away. This year I included a class on sexual orientation and the Charter of Rights & Freedoms in my undergraduate course (with some trepidation, I might add). The following week a student made a comment during an after-class discussion that made it clear she assumed I had a husband. I did not say anything; afterwards I reflected that what the student probably used as evidence was an offhand remark I had made about the difficulty of teaching evening courses when one has a small child. As a result the student's casual remark, coupled with my non-response, reinforced the student's prejudiced view that only married heterosexual women have children.

The contradictions in my classroom are not solvable in the present context. If I had said to the student, "Excuse me but you are prejudiced, reproduction is not contingent on sexual orientation," the matter would have been reduced to the merely personal. She would have been embarrassed, and embarrassment is not an emotion that is conducive to learning.

Only a truly collective effort can create a situation where homophobia, like racism and sexism, becomes an ethical and political issue for everyone. At the moment it seems to be an issue only for a few "out" professors whose credibility in the classroom, on gay rights as on other issues, is constantly undermined because they are out.

Even if you are not involved in teaching subjects in which homophobia might be relevant, everyone who works at U of T has opportunities, whether through their union or through regular department workplace processes, to show support for abolishing archaic exclusionary practices. Politicians now believe, not without some foundation, that being bigoted against gays will win them more votes than it will lose them. As long as "gay rights" is perceived to be a purely gay issue, the battle cannot be won: gay people are just too small a minority.

Political and legal change will only take place when sizeable sectors of the "respectable" public — those not pressured into hiding their identity even when making rights claims, those not presumed to carry the HIV virus — make it clear that they do care about equal rights, on the basis of sexual orientation as of race, ethnicity, gender and religion.

MARLANA VALVERDE
ASSOCIATE PROFESSOR
CENTRE OF CRIMINOLOGY